Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Strategic Policy, Analysis, and Workplace Information Directorate,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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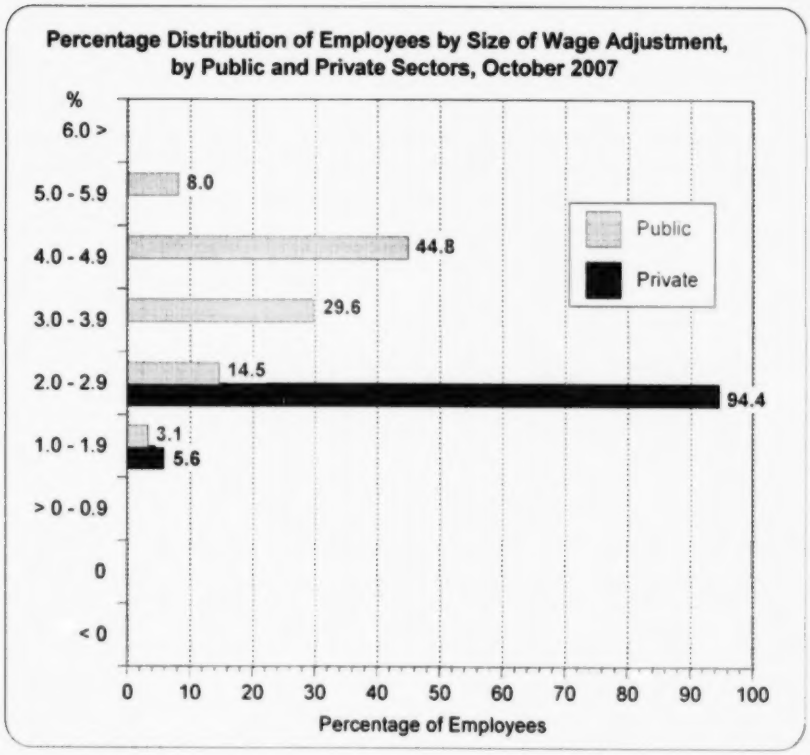
Wage Settlements

Covering 500 or More Employees

October 2007

Major collective bargaining settlements in October 2007 provided base-rate wage adjustments averaging 3.4% annually over the contract term. The results are based on a review of 16 settlements and cover 39,950 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.4%, lower than in their current settlements. Contract duration in October 2007 averaged 41.1 months, compared to 41.9 months in the previous round of settlements.



Wage adjustments in the public sector averaged 3.8% for 26,800 employees in 10 agreements; private-sector wage adjustments averaged 2.5% for 13,150 employees in 6 agreements.

Two relatively large education-sector settlements in Alberta and Saskatchewan had an impact on the public-sector figure. One in Alberta involved the University of Calgary providing 2,150 faculty members with wage adjustments averaging 5.0% and the other with the Government of Saskatchewan which provided 12,000 elementary and high-school teachers with wage gains of 4.2%. These two agreements accounted for slightly over a third of the total employee coverage in October settlements. Excluding these 2 agreements, the

remaining 8 public-sector settlements averaged increases of 3.1% and the remaining 14 major settlements (both sectors) averaged increases of 2.8%.

On a jurisdiction basis, wage adjustments ranged from a low of 1.3% in Ontario, to a high of 5.0% in Alberta. The largest concentration of employees (30%) was in Saskatchewan where wage adjustments averaged 4.2%.

On an industry basis, wage adjustments ranged from a low of 2.2% in manufacturing, to a high of 3.9% in education, health, and social services. The largest concentration of employees (48.9%) was also in the education, health, and social services sector.

Just over 40% of employees covered in October settlements received adjustments in the 2.0 to 2.9% range while 3.9% received wage adjustments below that range, 19.9% received adjustments in the 3.0 to 3.9% range, 30% received adjustments in the 4.0 to 4.9% range, and 5.4% of employees received increases of 5.0%.

Wage adjustments in base rates for the first 10 months of 2007 (January to October) averaged 3.3%: 3.4% in the public sector and 3.1% in the private sector.

Average Annual Percentage Wage Adjustments by Month

	2007		
	August	**September**	**October**
Sectors			
Public Sector	3.2	4.5	3.8
Private Sector	3.7	5.1	2.5
All Industries/Jurisdictions			
Average Annual Adjustment	3.3	4.7	3.4
Non-COLA	3.1	4.7	3.4
COLA	4.0	-	1.3
First-Year Adjustment	3.1	5.0	3.5
Non-COLA	3.0	5.0	3.5
COLA	3.6	-	0.7

	2007		
	August	**September**	**October**
Industries			
Utilities	3.0	4.4	-
Construction	3.2	5.6	2.9
Manufacturing	4.7	2.1	2.2
Wholesale and Retail Trade	-	1.9	-
Transportation	3.0	-	3.0
Information and Culture	-	-	3.1
Finance and Professional Services	-	-	2.7
Education, Health and Social Services	2.6	3.9	3.9
Entertainment and Hospitality	3.0	4.1	2.5
Public Administration	3.2	4.7	3.5
Jurisdictions			
Newfoundland and Labrador	-	-	1.5
Nova Scotia	2.9	-	2.9
Quebec	-	-	2.5
Ontario	4.2	3.3	1.3
Manitoba	2.6	-	3.5
Saskatchewan	-	4.0	4.2
Alberta	5.0	5.0	5.0
British Columbia	3.3	4.0	3.0
Multiprovince	-	-	2.9
Federal Jurisdiction	2.7	-	2.7

Average Annual Percentage Wage Adjustments by Quarter

	2006	2007		
	4th	1st	2nd	3rd
Sectors				
Public Sector	2.9	3.3	3.0	4.1
Private Sector	1.4	2.6	3.0	3.7
All Industries/Jurisdictions				
Average Annual Adjustment	2.2	3.1	3.0	3.9
Non-COLA	2.2	3.1	3.1	3.8
COLA	2.6	2.0	2.6	4.6
First-Year Adjustment	2.3	2.8	4.1	4.0
Non-COLA	2.2	2.9	4.3	3.8
COLA	2.8	1.8	2.5	4.6
Industries				
Primary Industries	3.0	3.2	3.2	5.7
Utilities	3.6	3.1	4.0	4.2
Construction	4.3	2.9	3.2	3.9
Manufacturing	2.1	0.7	2.0	4.0
Wholesale and Retail Trade	1.1	1.4	2.0	1.9
Transportation	2.9	3.2	2.6	2.9
Information and Culture	1.2	1.6	3.8	2.0
Finance and Professional Services	2.5	2.0	3.9	2.6
Education, Health and Social Services	2.9	3.1	3.1	4.6
Entertainment and Hospitality	2.8	2.6	3.0	3.5
Public Administration	2.8	4.0	3.1	3.8

	2006	2007		
	4th	1st	2nd	3rd
Jurisdictions				
Newfoundland and Labrador	1.9	-	0.5	-
Prince Edward Island	2.1	2.9	2.8	-
Nova Scotia	2.9	1.8	3.7	2.9
New Brunswick	3.5	2.9	2.0	-
Quebec	2.8	2.9	3.2	-
Ontario	1.4	2.9	2.9	3.2
Manitoba	2.6	2.7	3.0	3.1
Saskatchewan	2.0	4.0	4.2	4.0
Alberta	3.8	3.5	4.4	5.1
British Columbia	3.4	2.3	2.9	3.3
Territories	-	-	3.0	-
Multiprovince	4.7	6.6	-	3.6
Federal Jurisdiction	2.2	2.8	2.7	2.6

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.4
Private Sector	2.3	2.4	2.1	3.1
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.3
Non-COLA	1.7	2.3	2.5	3.3
COLA	2.9	2.5	2.6	3.2

	2004	2005	2006	2007
First-Year Adjustment	1.1	2.1	2.4	3.8
Non-COLA	0.9	2.1	2.4	3.9
COLA	2.7	2.6	2.7	3.1
Industries				
Primary Industries	2.9	2.3	2.7	4.6
Utilities	3.0	2.6	2.3	3.8
Construction	2.7	2.5	3.6	3.3
Manufacturing	2.4	2.5	2.0	2.1
Wholesale and Retail Trade	1.4	1.9	1.1	1.9
Transportation	0.6	2.9	2.1	2.7
Information and Culture	2.7	2.4	2.5	2.9
Finance and Professional Services	1.6	2.3	2.5	3.1
Education, Health and Social Services	0.8	2.1	2.5	3.5
Entertainment and Hospitality	2.7	1.9	2.9	3.3
Public Administration	2.5	2.4	2.8	3.7
Jurisdictions				
Newfoundland and Labrador	1.0	2.0	1.7	0.7
Prince Edward Island	2.4	2.5	2.7	2.8
Nova Scotia	4.7	3.3	3.1	3.0
New Brunswick	4.1	3.0	2.9	2.3
Quebec	2.5	1.6	1.8	3.2
Ontario	3.0	2.7	2.5	2.9
Manitoba	2.6	2.9	2.6	3.0
Saskatchewan	1.6	2.0	2.1	4.1
Alberta	3.1	3.0	3.4	4.9
British Columbia	-1.6	0.5	2.5	3.0

	2004	2005	2006	2007
Territories	3.0	3.0	3.1	3.0
Multiprovince	2.7	4.1	3.8	3.5
Federal Jurisdiction	1.6	2.6	2.3	2.7

***Note**: Data for 2007 cover the months of January through October.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective since 1987

Year	Public	Private	Both Sectors
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8

Year	Public	Private	Both Sectors
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5
2007	3.4	3.1	3.3

***Note**: Data for 2007 cover the months of January through October.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 325kb).

Major Settlements Reached in October 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Construction				
Boilermaker Contractors Association Canada-wide (excluding Que., B.C., and Y.T.), Multiprovince International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (AFL-CIO/CLC) boilermakers	4,600	2.9	36.0	Jun 30, 2010
1 agreement	**4,600**	**2.9**	**36.0**	
Manufacturing				
Forest Industrial Relations Limited Coastal Region, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mill employees	4,500	2.3	36.0	Jun 14, 2010
John Deere Welland Works of John Deere Limited Welland, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees; office employees	740	1.3*	36.0	Sep 30, 2010
Manac Inc. Saint-Georges, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees	500	2.5	48.0	Apr 30, 2011
3 agreements	**5,740**	**2.2**	**37.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Transportation				
Halifax Regional Municipality Halifax, Nova Scotia Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; service and maintenance employees	580	3.0	60.0	Aug 31, 2011
1 agreement	**580**	**3.0**	**60.0**	
Information and Culture				
CBC/Radio-Canada province-wide, Quebec; and Moncton, New Brunswick Canadian Union of Public Employees (CLC) administrative services employees	580	2.5	35.9	Sep 26, 2010
Vancouver Public Library Board Vancouver, British Columbia Canadian Union of Public Employees (CLC) librarians; office employees	800	3.5	60.0	Dec 31, 2011
2 agreements	**1,380**	**3.1**	**49.9**	
Finance and Professional Services				
Laurentian Bank of Canada and Laurentian Trust of Canada province-wide, Quebec; and Ottawa, Ontario Canadian Office and Professional Employees Union (CLC) administrative services employees	2,300	2.8	48.0	Dec 31, 2011
1 agreement	**2,300**	**2.8**	**48.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services				
Capital District Health Authority Halifax and area, Nova Scotia Nova Scotia Government and General Employees Union (CLC) health and social care professional employees	3,310	2.9	36.0	Oct 31, 2009
Government of Saskatchewan province-wide, Saskatchewan Saskatchewan Teachers' Federation (Independent-natl.) elementary and secondary teachers	12,000	4.2	36.0	Aug 31, 2010
Governors of the University of Calgary Calgary, Alberta University of Calgary Faculty Association (Independent-local) faculty employees	2,150	5.0	36.0	Jun 30, 2010
Memorial University of Newfoundland St. John's, Newfoundland and Labrador Memorial University of Newfoundland Faculty Association (CLC) professors; librarians	820	1.5	48.0	Aug 31, 2009
University of Manitoba Winnipeg, Manitoba University of Manitoba Faculty Association (Independent-local) professors; librarians	1,260	3.5	36.0	Mar 31, 2010
5 agreements	**19,540**	**3.9**	**36.5**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Entertainment and Hospitality				
KIT Inc. (KFC-BC) province-wide, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) food service employees	510	2.5	36.0	Jun 30, 2010
1 agreement	**510**	**2.5**	**36.0**	
Public Administration				
City of Vancouver Vancouver, British Columbia Canadian Union of Public Employees (CLC) inside employees	3,500	3.5	60.0	Dec 31, 2011
City of Vancouver Vancouver, British Columbia Canadian Union of Public Employees (CLC) outside employees	1,800	3.5	60.0	Dec 31, 2011
2 agreements	**5,300**	**3.5**	**60.0**	
Agreements with COLA - 1 agreement	**740**	**1.3**	**36.0**	
Agreements without COLA - 15 agreements	**39,210**	**3.4**	**41.2**	
All Agreements - 16 agreements	**39,950**	**3.4**	**41.1**	

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Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	ARB/ CO/B	Mar 06–Jan 08
Canada Revenue Agency	PSAC/PIPSC	43,200	TENT/B	Oct 07/Dec 07
Government of Nunavut	PSAC	2,100	B	Sep 06
National Research Council Canada	PIPSC	1,440	B	Jul 07
Private Sector				
Purolator Courier Limited	Teamsters	8,500	B	Dec 07
Canadian Pacific Railway	Teamsters/ CAW Canada	6,700	PCB/B	Dec 06
Bell Canada (Ont. and Que.)	CEP	6,260	B	Nov 07
Canadian National Railways	Steelworkers/ IBEW	4,270	TENT/B	Dec 07
British Columbia Maritime Employers Association	ILWU CANADA	3,700	CO	Mar 07
MTS Allstream Inc. (Man.)	TEAM/CEP	2,410	MED/B	Feb 07/Dec 07
Viterra Inc. (Sask.)	Grain Services Union	1,500	B	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
City of Montréal	Various unions	17,800	B	Dec 06
Regional Health Authorities of Manitoba	Nurses	11,000	B	Sep 07
Toronto Police Services Board	Toronto Police Association	7,310	B	Dec 07
Government of New Brunswick	CUPE	6,290	B/CO	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Société de transport de Montréal	CUPE/CSN	6,250	B/MED	Jan 07
Capital District Health Authority	NSGEU	4,800	B/CO/TENT	Oct 06
City of Québec	Various unions	4,530	B	Dec 06
Nova Scotia Association of Health Organizations (representing 10 employers)	Nurses	4,000	B	Oct 06
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
London Health Sciences Centre (Ont.)	CAW Canada	1,100	B	Oct 07
GO Transit (Ont.)	ATU	910	TENT	Jun 07
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 07
New Brunswick Power	IBEW	700	B	Dec 07
Private Sector				
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	CO	Jul 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	MED	Mar 07
The Great Atlantic & Pacific Company of Canada Limited (Ont.)	UFCW	6,300	CO	Jun 07
Brewers Retail Inc. (Ont.)	UFCW	6,000	B	Dec 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	B	Jan 08
Toronto Star Newspapers Ltd.	CEP	900	CO	Dec 07

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
New Dominion Stores (Ont.)	CAW Canada	8,500	Jul 07
City of Winnipeg	CUPE/Firefighters	6,130	Dec 07
Government of New Brunswick	Nurses	4,390	Dec 07
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07
National Research Council Canada	RCEA/PIPSC	1,370	Mar/Dec 07
Better Beef Limited (Ont.)	UFCW	1,100	Dec 07
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	Dec 07
MTS Allstream Inc. (Man.)	IBEW	900	Jan 08
Marine Atlantic	CAW Canada	780	Dec 07

Major Work Stoppages

involving 500 or more employees from **November 16 to 29, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
University of Saskatchewan and University of Regina Saskatoon and Regina, Saskatchewan Canadian Union of Public Employees 2,400 administrative, maintenance, and food service employees	Wages and benefits	Nov 2/2007	

Coming in the Next *Worplace Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Readers' Corner
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

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Ottawa-Gatineau area at 1-819-997-3117

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